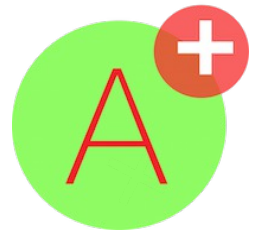


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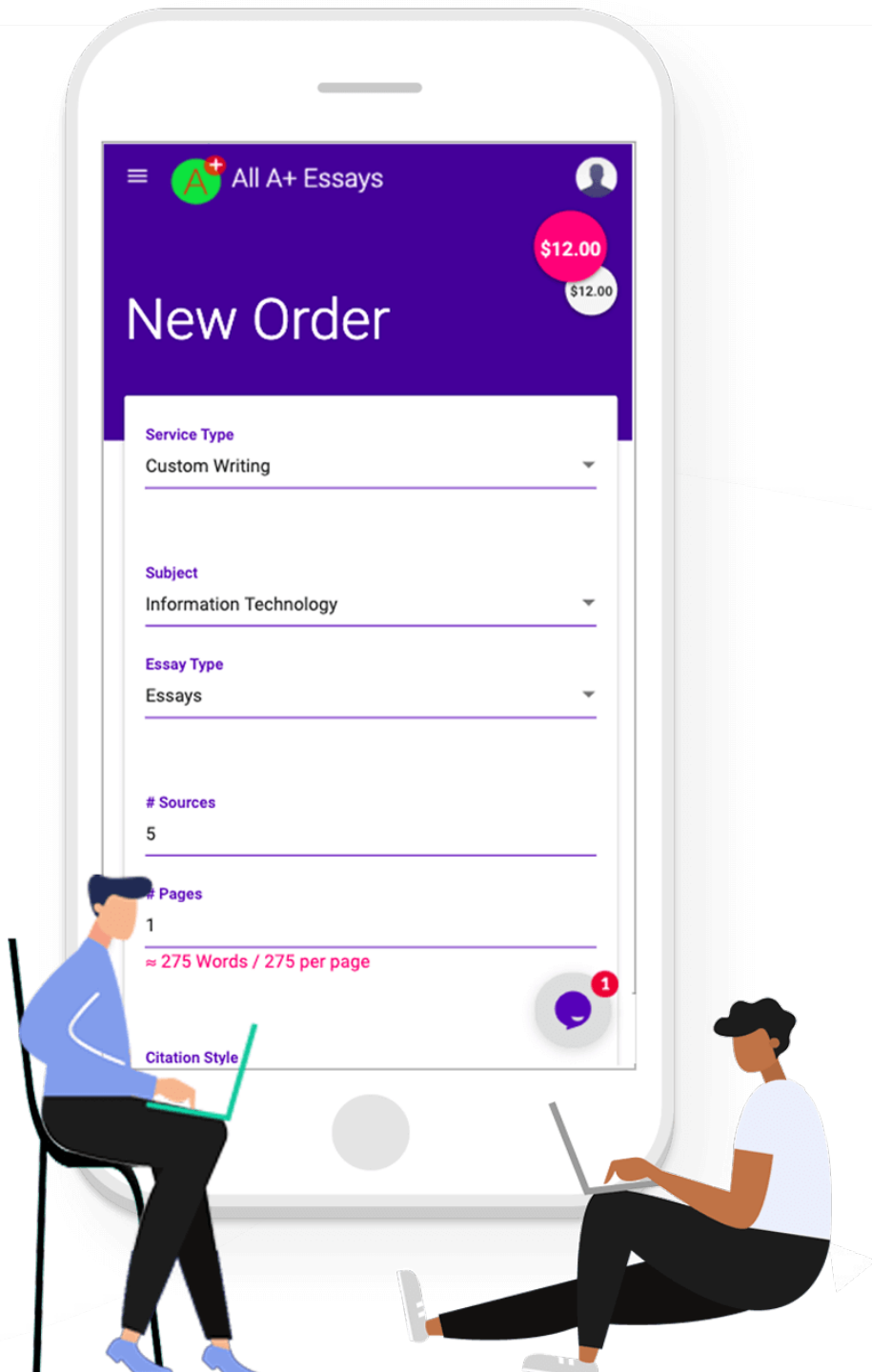


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It is your responsibility as the HR Director of the same organization from Assignment 2 to a) create policies regarding pay and benefits for the selected job opportunity, and b) develop methods for both addressing unionization and implementing OSHA regulations. You will present your findings to the





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Vice President of Human Resources for approval. In preparation for this assignment, review the following articles on contractors vs. employees and temp workers: Bier, Ellin & Tucker: Distinguishing Between Independent Contractors and Employees Murray: Difference Between Independent Contractors and





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Employees“The Expendables: How the Temps Who Power Corporate Giants Are Getting Crushed”Create a PowerPoint presentation with fifteen to twenty (15-20) slides in which you:Create a Wage and Hour standard for the job opportunity that you had selected in Assignment 2, and support your standard by

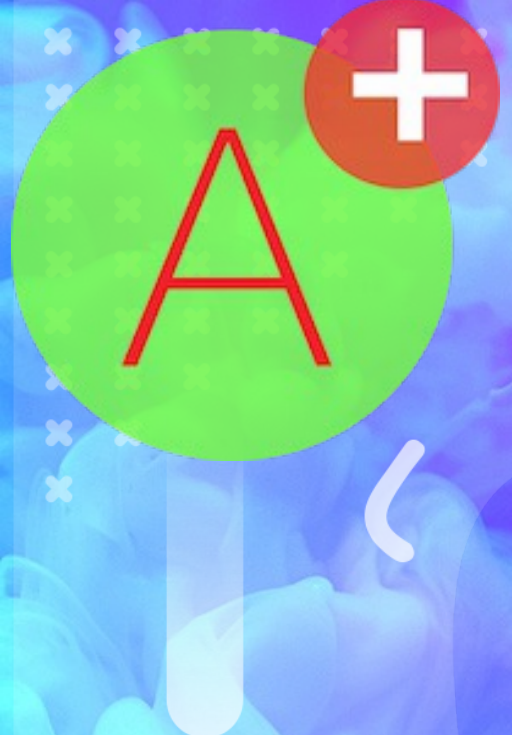




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using the Fair Labor Standards Act (FLSA) and Equal Pay Act to prevent any potential discriminatory impact. Decide on three (3) benefits required for the job opportunity using ERISA. Propose two (2) methods that the employer can use in order to manage the fiduciary duties wisely and with the





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any self-organization and collective bargaining activities. Explore two (2) potential repercussions of an organization's interference with self-organization and collective bargaining practices. Propose three (3) ways to discourage employees from considering unionization. Then, compose one (1)





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strategy for championing a supportive and satisfying work environment within the organization. Select one (1) OSHA violation case, and determine whether the resulting penalties were sufficient to deter the organization in question from repeating the same violative action. Justify your





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response. Outline a plan for investigating workplace injuries, and formulate a policy that explains the process for filing a worker's compensation claim within the selected organization. Narrate each slide, using a microphone, and indicate what you would say if you were actually presenting in front of





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an audience. Use at least three (3) quality academic resources in this assignment. Note: Wikipedia and other Websites do not qualify as academic resources. Your assignment must follow these formatting requirements: Format the PowerPoint presentation with headings on each slide and relevant graphics





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course title, and the date. The title slide is not included in the required slide length. Attachments
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